



Developing Whole People, Healthy Organizations and Sustainable Communities

High Performing Communities™ (HPC)

The High Performing Communities (HPC) Model synthesizes Emerald Consulting’s comprehensive approach to creating and implementing systems-change strategies that promote the development of whole people, healthy organizations, and sustainable communities.

The *HPC Model* serves as a map for building a community commitment to:

- Supporting positive transitions for youth into productive citizenship and reducing youth violence
- Advancing rigorous and relevant k-12 education that prepares students for college, careers and life
- Empowering families and youth through personal responsibility and educational advocacy
- Fostering institutional/agency accountability and capacity to provide effective, coordinated services
- Adopting and implementing community health best practices
- Building ecological responsibility and interdependence
- Promoting sustainable and equitable economic vitality

Critical Components of the HPC Theory of Change

The *HPC Model* recognizes and incorporates the following:

- Transformation comes when there is more pressure for change than resistance to change.
- The community and relevant stakeholders must own the problem, e.g. “These are our children.”
- A facilitated process must be utilized to create a broad, productive dialogue that engages stakeholders.

Programs and services already exist in communities that could help achieve positive youth and family outcomes; yet, they are most often not coordinated or integrated in effective and meaningful ways. Agencies and organizations too often work in silos; individuals and families are too often isolated and disconnected.

The *HPC Model* takes into account the importance of building key community partnerships:

- Strong partnerships with the school district and local industry/businesses are crucial for work with children, youth and families because a rigorous, relevant and relational learning experience that engages students is a huge deterrent to inappropriate and violent behavior and because integrated academic and technical education that promotes essential work ready skills helps prepare students for adulthood and the difficult choices facing them all along the way.
- Strong partnerships with environment enhancing services (health, nutrition, sports, family support, etc.) can help students become engaged in their own education and in their communities.
- Strong partnerships with faith organizations can help enhance spirituality and socialization.
- Strong partnerships with community-based and recreational organizations can enhance the level of physical activity our young people are engaged in.
- Strong partnerships with local law enforcement are critical to building trust and cohesive community strategies to reduce community violence.

Finally, studies show that interdisciplinary networks are most effective in fostering community and systems change.

Key Elements of the HPC Model

Therefore, the *HPC Model* emphasizes:

- Developing a community collaborative as an "umbrella" vehicle for shared vision and coordinating services
- Employing data-driven, evidence-based best practices and strategies, including meditative communication and asset-based tools and methodologies, focusing on a few key outcomes
- Fostering outcomes-based evaluation and continuous systems improvement
 - Bringing all relevant stakeholders to the table and validating their unique ability to impact positive and fundamental change
 - Utilizing a process to influence or service beneficiaries of the collaborative that is respectful, individualized, and allows for beneficiary input and buy-in
 - Building the collaborative in a way that recognizes that communities likely have many of the services and organizations needed to become high performing, but they need to be knit together in an effective and strategic way
 - Ensuring the collaborative helps build community and collaborative partner capacity and is not a program in and of itself or in competition with existing services and organizations.
 - Incorporating volunteerism at the heart of the process, so that volunteers have adequate training and clear direction, and that they are selected through a fair but rigorous process, and have on-going opportunities for feedback, support and development.
 - Creating incentives for youth involvement in mainstream community as an alternative to isolation and negative subcultures
 - Ensuring that agency partners and collaborators have a commitment and a stake in the community and the region.

